



CITY MANAGER

HUTCHINSON, KANSAS

EXECUTIVE SEARCH PROVIDED BY STRATEGIC GOVERNMENT RESOURCES



THE COMMUNITY

Located just 45 minutes northwest of Wichita, the City of Hutchinson is the county seat of Reno County, has a population of 42,000, and covers 61 square miles. Called the “Salt City” due to its rich salt mining history, the community is proud to be the home of the Smithsonian-affiliated Kansas Cosmosphere and Space Center and the Kansas Underground Salt Museum. It also is the home of the Kansas State Fair and National Junior College Athletic Association Basketball Tournament and hosts a number of other NJCAA tournaments.

While preserving the spirit of small-town living, Hutchinson offers many of the amenities and comforts that are often only found in larger metropolitan communities. These include the Hutchinson Sport Arena, the Dillon Nature Center, Salt City Splash Aquatic Center, Hutchinson Zoo, the historic Fox Theatre, Carey Park Golf Course, and the historic Prairie Dunes Country Club Golf Course, which is frequently ranked among the best golf courses in the US. The surrounding highway system is superb and provides commutes to other amenities such as Wichita’s Dwight D. Eisenhower National Airport, which is 51 miles away and provides nationwide commercial air service.

For outdoor enthusiasts, Hutchinson offers an extensive parks system and over 20 miles of paved hike/bike trails, the Hutchinson Tennis Complex, Fun Valley Sports Complex, and Hobart-Detter Baseball Field. Sand Hills State Park, Cheney State Park, and Kannapolis State Park are also within short driving distances.

Within the Hutchinson area, students can attend six public school districts and five private schools

which graduate over 700 students annually. These schools offer diverse choices to families in terms of class size, educational opportunities, and extracurricular activities. The City of Hutchinson is home to Hutchinson Community College and Area Vocational School (HCC). In addition to offering 150 two-year degrees and majors, HCC serves the South-Central Kansas region for a wide range of vocational training. Numerous four-year colleges and universities are also located within a short commute from Hutchinson, including Wichita State University, Sterling College, Central Christian College, McPherson College, and others.

In addition to its strong agricultural base, the community has a diverse service and manufacturing economy with large employers that include Siemens Gamesa, Cargill, Sonoco, Dillon Companies, and Tyson. Through the Hutchinson Regional Hospital, the Hutchinson Clinic and many other high-quality providers, Hutchinson also serves as a regional hub for healthcare services. Other large public-sector entities include USD 308, Hutchinson Community College, Reno County, and Hutchinson Correctional Facility.

COMMUNITY CONTINUED

There is a strong sense of community among many residents and organizations as collaboration becomes the expectation. The Hutchinson Community Foundation, United Way of Reno County, Hutchinson Chamber of Commerce, Hutchinson Recreation Commission, Young Professionals of Reno County, and other entities come together with the City to support a variety of citizen-led, grass-roots efforts. The Entrepreneurship Task Force fosters and supports local entrepreneurs to grow small business. The Downtown Coalition continues to reinvigorate and reinvest in a vibrant downtown. The Vitality Team works to promote trail development and encourage active living. These are just a few of the many positive endeavors which, combined with a group of passionate and engaged citizens, make Hutchinson truly a community on the cusp of something great.

GOVERNANCE AND ORGANIZATION

The City of Hutchinson provides a full range of municipal services to more than 42,000 citizens through its council-manager form of government. The City Council is comprised of five members, four of which are elected by district and one position is elected at-large. The City is proud of its tradition of long-serving City Managers, Moody's bond rating of AA3 and its stable reserve and utility funds.

The City currently employs 403 full-time employees and has an annual operating budget of \$42.2 million. The City Manager is appointed by the City council and is charged with the management of the City's ten departments: Police, Fire, Finance, Law, Planning, Engineering, Public Works, Parks & Facilities, Human Resources, and Information Technology. The City also has four (4) bargaining units (FOP, IAFF, SEIU, and Emergency Communications) that cover approximately two-thirds of the City's workforce.

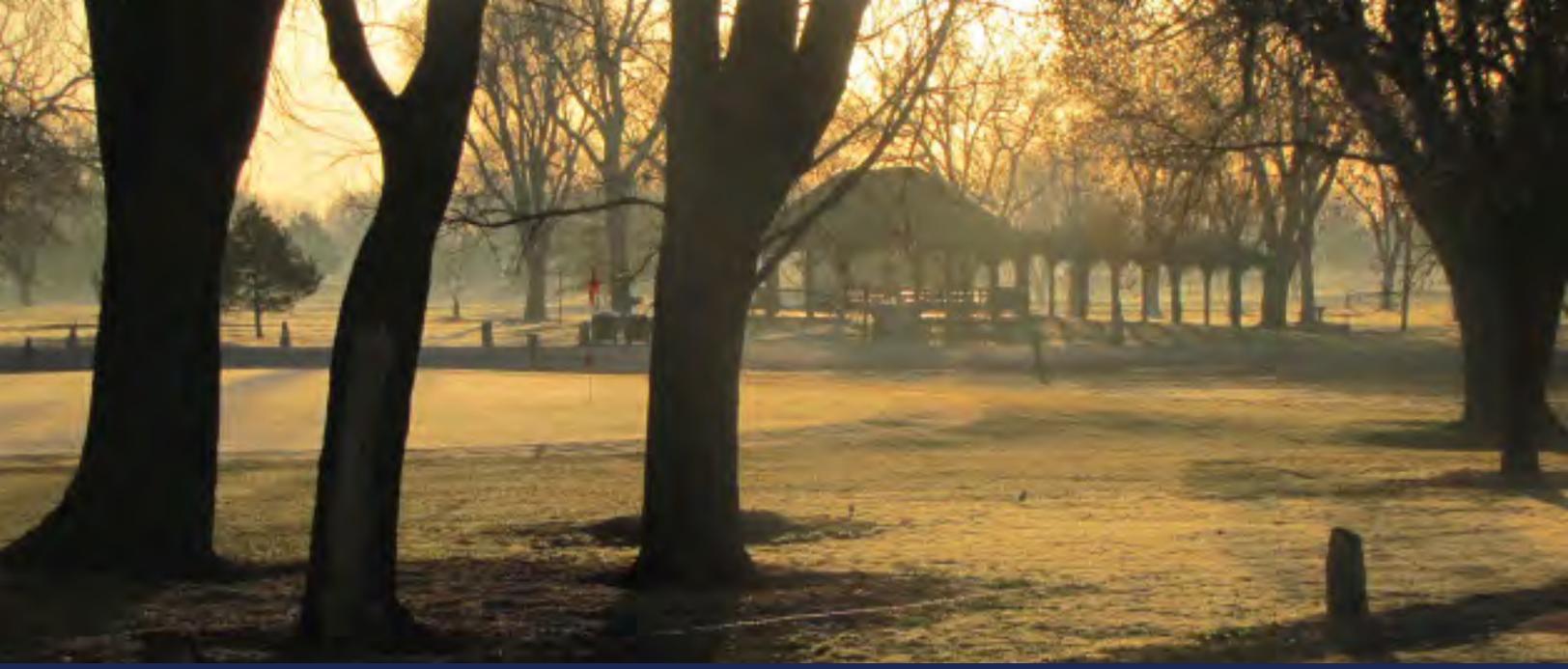


CHALLENGES AND OPPORTUNITIES

COMMUNITY AND ECONOMIC DEVELOPMENT

The next City Manager will facilitate the process to enhance the City's approach to economic development and workforce development, help foster new growth in the community and develop a strong labor pool that meets the needs of existing business and new business and industry. Opportunities to streamline codes, regulations, and timeframes will be explored to help transform the City into a business-friendly regional retail center and improve economic development recruitment, particularly in the technology and energy sectors. Supporting innovative downtown development/redevelopment and entrepreneurship will be essential, along with maintaining and improving the City's existing infrastructure and housing stock. It will be important to balance development and redevelopment with the preservation of historic neighborhoods and buildings. The selected City Manager will take a strategic approach that implements best practices and 21st century economic development methods to help the City establish and maintain sustainable growth.





CHALLENGES AND OPPORTUNITIES CONTINUED

BUDGET SUSTAINABILITY

In order to guide the organization in achieving its goals, the new City Manager will undertake a thorough review of all revenue sources and expenditure items, assess short-term and long-term trends, ensure that appropriate financial policies are being adhered to, and prepare to make recommendations on possible realignment of costs as well as efficiency and effectiveness measures. The City Manager will also review current taxes, fees, assessment, and collection practices to ensure appropriate cost-recovery measures are in place. An in-depth review of City services will be done to identify opportunities to restructure, reduce costs, grow efficiencies, and better align/allocate city resources with its strategic priorities.

STRATEGIC PLANNING

A detailed review of the City's strengths, weaknesses, and opportunities for growth and improvements is needed. The City Manager will develop a five-year planning horizon with an agenda of priorities and goals and will provide clarity of vision for the City's development over the next 20 years, giving consideration to the potential impacts the 2020 Census may have on the community and its future. The selected candidate will need a strong understanding of the 21st century economy in order to ensure the City is able to adapt to change easily and will be able attract young families to the community.

CORE PUBLIC SERVICES AND INFRASTRUCTURE

As with many cities, there are existing infrastructure maintenance, upgrade, and replacement needs that will require continued fiscal and staffing support. Public safety initiatives that have proven to be successful will need to be continued and new ideas and practices that will improve public safety, such as adding mental health co-responders to the police force, should be considered.

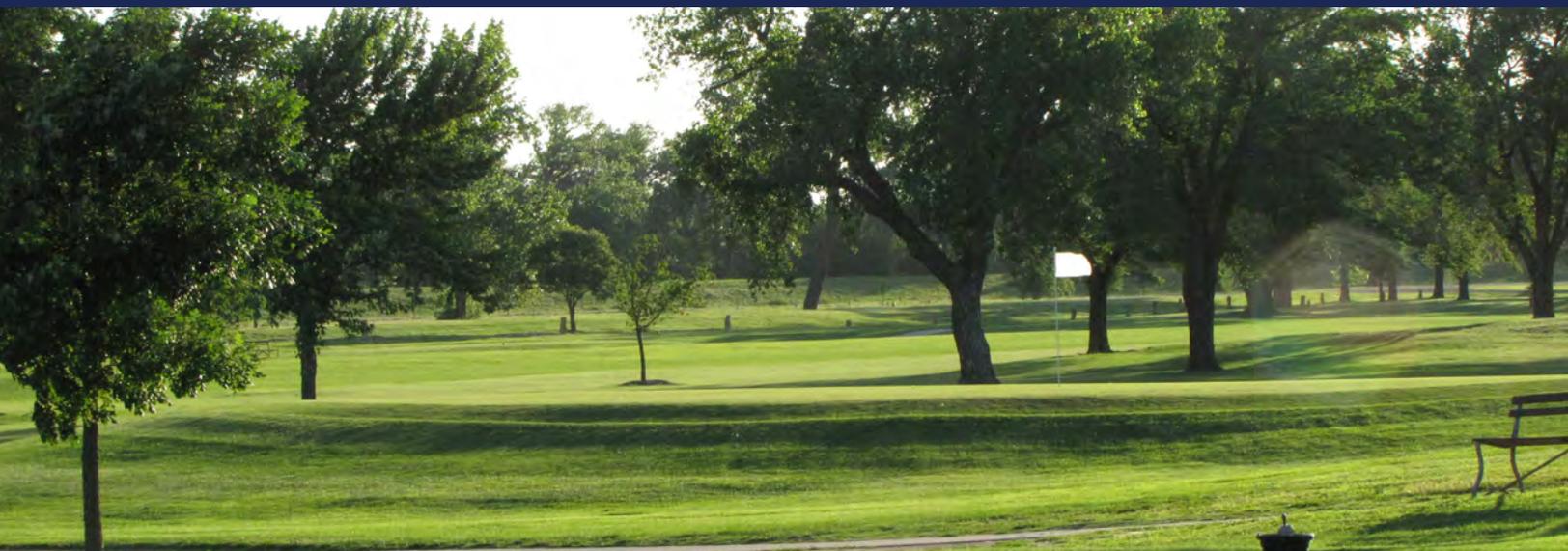
THE IDEAL CANDIDATE

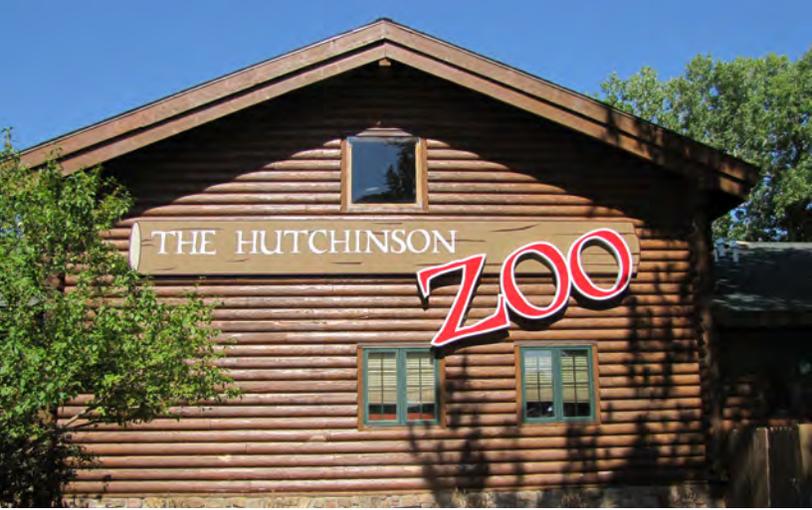
The City of Hutchinson is seeking a progressive, visionary leader that has a successful track record managing and developing governmental operations to better serve its citizens. The ideal candidate will be an open, transparent, and highly ethical leader with integrity who can unite the organization and residents with a shared sense of purpose and vision, establishing and maintaining strong relationships within the community.

The City Manager must have a collaborative management style and possess the ability to build a strong team by re-engaging and motivating employees. The chosen candidate will be a fair and diplomatic leader who sets expectations with clarity and authority and fosters a culture of accountability within the organization.

The successful candidate will have excellent communication and listening skills and be capable of setting a positive, honest tone for the organization, ensuring that meetings are productive and interactions with local businesses and citizens are conducted with openness, positivity, and transparency. It will be important for the City Manager to establish effective working relationships with the City Council, staff, community, and local, state, and federal governmental agencies.

The ideal candidate will be a strong proponent of inclusion and have experience leading diverse communities. The City Manager should not be afraid to face challenges or take risks that will move the City forward. A fiscally responsible candidate with a background in economic development and exceptional strategic planning skills is strongly desired.





EDUCATION AND EXPERIENCE

Minimum requirements include a bachelor's degree in public administration or other closely related discipline with a minimum of ten years of senior leadership experience (city manager, assistant city manager, or department head) in a city with a population of at least 15,000.

Preferred qualifications include a master's degree in public administration; International City/County Management Association Credentialed Manager (ICMA-CM) and/or Center for Community and Economic Development (CCED) certification; active participation in professional and community organizations; and local government experience in the Midwest in a city with a population of at least 25,000.

Any equivalent combination of education and experience that provides the required knowledge and skills will be considered.

COMPENSATION AND BENEFITS

The target base pay salary range for the City Manager position is \$155K - 175K depending on qualifications and the negotiated total compensation package. Group benefits offered through the City include: Health & Vision Plan, Dental Plan, KPERs state retirement plan, KPERs Life and Long-Term Disability, 457 Retirement Saving Plan, FSA and HSA accounts, Supplemental Life, Short-Term Disability and Critical Illness Plans, and an Employee Assistance Program.



APPLICATION PROCESS

Please apply online at: <http://bit.ly/SGRCurrentSearches>

For more information on this position contact:

Kurt Hodgen, Senior Vice President
Strategic Government Resources
KurtHodgen@GovernmentResource.com
540-820-0531



The application process will remain open until the position is filled.

The City of Hutchinson is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.

RESOURCES

City of Hutchinson
hutchgov.com

Hutchinson/Reno County Chamber of Commerce
hutchchamber.com

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visithutch.com

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